

WORKFORCE DEVELOPMENT RECOMMENDATIONS  
HVAC Workforce Subcommittee  
12.01.22

**Recommendation #1 - Wages**

DCYF should develop an approach to raising wages across the field which also intentionally redresses: a) racial wage inequities in the system and b) positional wage disparities (i.e., disparities between home visitors and supervisors) in the system.

**Recommendation #2 – Access to Professional Development**

Increase HVSA training and professional development to ensure a workforce that can address the full range of needs of Washington families.

**Recommendation #3 – Workforce Recruitment**

Develop infrastructure to recruit and retain a workforce that is representative of communities and families served through the HVSA.

**Recommendation #4 – Workplace Well-Being** Invest more deeply in resources that advance organizational and systems changes to support the mental health, well-being, and retention of a diverse home visiting workforce.

**Recommendation #5 – Workforce Engagement:** Provide time and resources needed to equitably implement policies that elevate the experience and voices of communities, families, the home visiting workforce, LIA's, and model developers.

**KEY STRATEGIES**

- a. Develop guiding principles and an engagement framework that centers diversity, equity, and inclusion of voices at the onset of implementation for all workforce and professional development recommendations.
- b. Procure equity and engagement personnel in order to center BIPOC and other underserved community voices in identifying home visiting needs. This may include such things as developing communication protocols, convening structures for outreach and engagement, annual calendar of feedback activities, reimbursement mechanisms for families, community members and home visitors, survey tools, etc.
- c. Prioritize engagement around model and funding fidelity requirements to understand impact of current caseload policies on overall home visitor performance, well-being, and retention.
- d. Prioritize development of equity standards such as shared definition of “cultural match” relative to diversifying the field.
- e. Develop evaluation protocols to regularly monitor progress made at systems, implementation, and outcomes levels.